

TIE Sill Update



Purpose

To provide the DCSED with an update on the operations and issues in TIE Sill and Region F



Outline

- **Mission**
- **Organization**
- **TIE Relationships**
- **FY01 Goals & Objectives**
- **Key TASS Indicators**
- **Key TIE Indicators**
- **FY01 Budget Overview**
- **ADRS Training Update**
- **Significant Events for 3rd and 4th Quarter**
- **TIE Sill Issues**
- **DCSED & TIE Jackson Issues**
- **Director's Top Issues**
- **Success Stories**
- **Questions**



TIE Sill Mission

TIE Sill implements The Army School System (TASS) in Region F, facilitates AC/ARNG/USAR integration, and manages TRADOC resources to provide quality support to TASS units and TIE assigned soldiers.



TIE-Sill Organization / Personnel Status

**COL Cyrus
Director**

*STATUS: 10 of
11 for a 91% fill*

Arv: 1 Mar 00
Dpt: 18 May 01_

**SGM Duran
TIE SGM**

Eval & Standards
LTC Curtis*
SFC Hernandez

Operations
LTC Fergason*
MAJ Brown
SGM Radke
MSG (Vacant)
SFC Freeman

Per/Admin Section
SSG Torrez
SSG Dandridge

***Deputy Directors**
Red = Departing/Vacant



WHERE TOMORROW'S VICTORIES BEGIN

TIE Relationships

- TIE Sill vision: one Army team, one standard
 - FY01 a surge year
 - Austerity normal: make best use of every asset
- Guiding principle: Teach all components the same TASS process and the same TASS standards, whether at TIE, proponent school, Div(IT), TASS battalion, or RTI.
- Implementing tool: The Title XI training program
 - Mainly for TASS battalion Title XI soldiers
 - Also open to appropriate division

FY01 Goals and Objectives

- **Increase Army readiness**
- **Monitor & facilitate TASS implementation**
- **Increase Army awareness of TASS**
- **Synchronize Army Division Redesign Study (ADRS) training**
- **Improve the TRADOC Title XI program**



Goal: Increase Army Readiness

Supporting Objectives

- **Participate in SMDR process to improve quota & training resource management, including those for ADRS requirements.**
 - **Improve quota utilization to 90% in FY01, 95% in FY02**
 - **Improve class conduct to 85% in FY01, 90% in FY02**
- **Improve guidance to TASS battalion Title XI leaders to raise TASS battalion instructional strength. (Initially tailor specific percentage goals by battalion.)**
 - **Improve unit instructor strength to 90%. Free up unit mil-techs to focus on recruitment & retention by keeping them free from Title XI responsibilities (especially liaison & support coordination functions).**
 - **Improve instructor DMOSQ to 90%. Monitor school orders process so that instructors have orders in hand at least 2 weeks prior to report dates.**

Goal: Facilitate TASS Implementation

Supporting Objectives

- Support TASS battalion commanders' goals by means of initial orientation, on-going counseling and senior rating of TASS battalion Title XI NCOs.
- Monitor TASS execution by means of monthly reports from TASS battalion Title XI soldiers.
- Maintain matrix of staff assistance visits and accreditation statuses by TASS battalion. Update monthly or sooner, as needed.
- Conduct SAVs to help TASS battalions prepare for re-accreditation in FY01.
 - FY01: 10 battalions
 - FY02: 4 battalions
- Conduct periodic Regional TASS training workshops at least 4 times yearly.
- Conduct Regional TRAPs semiannually to manage implementation of the SMDR process to institute sufficient courses and coordinate accurate quota planning.

Goal: Increase Army awareness of TASS

Supporting Objectives

- **Build Regional teamwork using periodic TASS training workshops.**
 - **Involve DiV(IT), Bde(IT), TASS battalion, RTI and proponent training QA personnel as well as Title XI soldiers.**
 - **Improve TASS inter-agency awareness, appreciation and teamwork.**
 - **Emphasize common goals and standards.**
- **Conduct semiannual Regional Executive Conferences.**
 - **Involve DCSed, NGB, USARC, state TAGs, Div(IT) general officers.**
 - **Improve inter-component, inter-agency and inter-echelon awareness, appreciation and teamwork.**
 - **Identify, resolve or elevate issues beyond TIE capability to resolve.**
- **Participate in Army-level institutional forums to improve awareness of TASS and Regional issues and concerns.**

WHERE TOMORROW'S VICTORIES BEGIN

Goal: Synchronize Army Division Redesign Study Training

Supporting Objectives

- **Monitor update and execution of Regional inter-component MOUs.**
 - **Nebraska ARNG**
 - **Kansas ARNG**
- **Monitor ATRRS inputs and updates.**
- **Monitor institutional training execution.**






Goal: Improve TRADOC Title XI Program

Supporting Objectives

- **Conduct periodic Regional TASS training workshops at least 4 times annually.**
 - **Improve AC soldiers' understanding of TASS and RC organization, goals and procedures.**
 - **Improve Div(IT) understanding of Title XI capabilities and responsibilities.**
 - **Involve the entire Regional TASS team: TIE, Div(IT), Bdes(IT), TASS battalions, RTIs, proponents, Title XI soldiers.**
 - **Train at TASS battalions using their personnel and records as training aids.**
 - **Using SGI techniques, stress teamwork and common goals and standards.**
- **Improve Title XI assignment continuity in TASS battalions.**
 - **Within a TASS battalion, stagger individual Title XI soldiers reporting dates by 18 months (coordinate with PERSCOM).**
- **Improve continuity within the TIE.**

Key TASS Indicators in TIE Sill




Indicator	Status	Remarks
Quota Utilization	81%	Improving TRAP discipline
Class Performance	75%	
Accreditation	100%	20/20; QM?, PS?
TASS Bn Title Xls	90%	36/40
Instructors		1770 authorized
- Assigned: 1456	82%	PS 54/106; TC 115/168
- Certified: 1117	77%	Retention shortfall 9/20 bns

-  Red = Significant training issues or problem areas
-  Amber = Potential training issues or problem areas
-  Green = No significant issues or problem areas



Key TIE Indicators

Indicator	Status	Remarks
Personnel (TIE)	55%	Filling 5 vacancies Q3/4
Ammunition Management		Ammo NCO slot unfilled
Class Tracking	30	Potential non-conducts
ATRRS Training/Operators	1 (new)	New trng program just begun
Budget	59%	spent 2Q
Automation	c. 75%	need user training; ADP mod

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FY01 Budget Overview

Summary

FY 01 Projected Requirements	\$400,000
FY 01 Funding Received	\$370,000
2nd Qtr Expenditures	\$218,000

Detailed Summary

Category	Projected Requirements	Funding Received	2nd Qtr Expenditures	Remaining
Travel	\$372,000	\$342,500	\$203,000	\$139,500
Supply	\$15,000	\$13,500	\$9,000	\$4,500
Automation	\$3,000	\$5,000	\$5,000	\$0
Other	\$10,000	\$9,000	\$1,000	\$8,000
Total	\$400,000	\$370,000	\$218,000	\$152,000



TIE Sill ADRS Training Update / Status

- MOUs are in place for NE 88M training
- What has transpired so far with ADRS?
In FY01 ADRS does not impose unusual burden:
 - NE pursuing ADRS with vigor
 - KS holding back so far
- FY01:
 - ATRRS requirement: 293 students in 34 MOS
 - Region F execution: 39 courses offered at 18 locations with 168 student reservations



TIE Sill Significant Events for 3rd & 4th Quarters

<u>Date</u>	<u>Event</u>
11-13 Jun 01	TIE Directors' Meeting, Columbia, SC
15 Jun 01	COL Cyrus reports to TIE Sill
TBD Aug 01	TASS Training Workshop, location TBD
TBD Sep 01	REC, OK RTI, Oklahoma City, OK
10-14 Sep 01	Title XI Conference, San Antonio, TX



Significant TASS Issues in TIE Sill

- TASS instructor recruitment & retention shortfall
- POI staffing procedures inadequate
- Distance learning not adequately resourced
- Inadequate equipment availability for TASS instructor sustainment training for Army Battle Command System (ABCS) MOSs beginning FY02
- Course non-conducts due to student no-shows & un-preparedness



Issue: TASS instructor recruitment shortfall

➤ **Issue:** Recruiting and retention of TASS instructors is insufficient to keep required slots filled.

➤ **Discussion:** Impact is most severe in PS (51% strength), TC (68%), CAS3 and FA (both 69%), but impacts instruction more severely because soldiers quit before getting certified (63% overall, with significant negative impact in 9/20 TASS battalions. **Need more incentives**, possibly: promotions points, pro pay, possibly associated with "H" skill identifier, allow 2 ATs annually. Changes to RC officer and enlisted career development may be necessary..

➤ **Recommendation / Impact / Status:** On 19 Jan 01, our REC tasked CG, 89th RSC to investigate, define problem, develop COA and report to next RETC six months hence. DCS-ED agreed to explore RC utilization of NG OCS courses or re-establishment of Reserve OBCs, and to investigate and report back to the REC on

09/12 USAREC initiatives. DCG MO ARNG will draft REC

Issue: POI staffing procedures inadequate

➤ **Issue:** POIs are being implemented by proponent schools without adequate staffing.

➤ **Discussion:** Specifically problems include: inadequate time for pre-implementation staffing; implementation of POIs for which critical resources are insufficient or unavailable; issuing of waivers allowing omission of (admittedly unresourced) mission-essential tasks; failure to commit oral promises of such waivers to writing; long proponent delays (six months or more) in acting on adverse feedback on POI workability; lack of provision for RC validation of POIs either prior to or after implementation; inadequate process for issuance of POI errata sheets.

➤ **Recommendation / Impact / Status:** On 19 Jan 01, our REC recommended to DCS-ED that TRADOC explore ways to investigate and devise ways to improve

POI staffing processes. On 23 January DCS-ED passed

Issue: Distance learning inadequately resourced

➤ **Issue:** POI development for distance learning (DL) lags behind construction of RC DL facilities, which consequently are under-utilized.

➤ **Discussion:** The state TAGs, in particular, have developed magnificent facilities in expectation that TRADOC proponents would soon be fielding POIs compatible with DL. With few exceptions this has not happened. Most TRADOC proponents are not according DL adequate priority and funding consistent with available facilities.

➤ **Recommendation / Impact / Status:** On 19 Jan 01, our REC recommended to DCS-ED that TRADOC explore ways to accelerate POI conversions and develop appropriate student pay regulations, standardization and instructor training. On 23 January DCS-ED passed

09/12 this recommendation to DCS-T.

Issue: Inadequate ABCS Sustainment Training

- **Issue:** TASS instructors in Army Battle Command System (ABCS) MOSs lack adequate access to equipment for their own sustainment training.
- **Discussion:** ABCS will be fielded to RC units in FY02. TASS instructors will receive NETT, but have inadequate access to equipment for their on-going sustainment training in these MOSs, all of which require skills that degrade rapidly without regular weekly practice. TASS units will have no ABCS equipment. Owning MTOE units are not co-located with TASS units to facilitate frequent borrowing, and do not possess excess equipment they could loan semi-permanently.
- **Recommendation / Impact / Status:** On 10 Feb 01, the Div(IT) Advisory Conference included this issue in the larger issue of insuring meaningful Div(IT) input into POI development, an issue also raised earlier at our REC on 19 Jan 01. OK ARNG and USAFAS have begun to explore ways to resolve the issue for FA instructors.

Issue: Student no-shows & unpreparedness

- **Issue:** Percentage of courses non-conducted is high (above 30%) due to no-shows and lack of student preparedness.
- **Discussion:** Perennial command emphasis issue raised most recently at our RETC on 19 Jan 01:
 - a. Need for proper student preparation (pre-execution checklists) by TPUs.
 - b. Need for avoidance of quota inflation during the TRAP process. Also, ARNG non-DMOSQ customer base is not visible to the servicing DIV(IT)s.
- **Recommendation / Impact / Status:** REC resolved that every participating agency investigate and report to next REC six months hence on what works in their areas. Consider pros/cons of training but withholding certification of soldiers irrespective of injury profiles or weight flags. NGB has made its non-DMOSQ customer base available to the 95th DIV(IT).



Issue: 3rd Qtr TIE Personnel Rotations

- **Issue:** TIE Sill will lose 4 experienced soldiers between now and July.
- **Discussion:** The following soldiers will depart when shown; their replacements already have been identified and have reporting dates in the same months.
 - COL Nollette, Director (May)
 - SGM Radke, Operations NCO (June)
 - MAJ Brown, Administrative Officer (June)
 - SSG Dandridge, PSNCO (July)
- **Recommendation / Impact / Status:** We expect some degradation of capability while replacements become oriented and learn their jobs.



DCSED & TIE Jackson Issues

- **TR 350-18 revision: TIE Sill concurs (DCSED publish milestones)**
- **ADP disposition & accountability: being completed here as directed by DCSED**
- **Proponent Title XI personnel file transfer: completed here**
- **Title XI promotion selection rate: TIE Sill concurs (DCSED provide promo board guidance)**
- **Proponent FY02 accreditation travel plans: TIE Sill concurs (DCSED instruct proponents to provide TIEs their travel plans)**



Director's Top Issues

- TASS instructor recruitment & retention shortfall
- POI staffing procedures inadequate
- Distance learning inadequately resourced
- Inadequate provision for instructor sustainment training in ABCS MOSs (new issue)
- Course non-conducts due to student no-shows & unpreparedness

Success Stories

- New TIE Training Program is on track
 - Successful pilot course Mar 01
 - Next iteration Aug 01
- Regional Executive Conference
 - Successful inaugural event 19 Jan 01
 - 15 general officers
 - 6 MACOMs and 9 TAGs
 - Next iteration Sep 01
- All 20 TASS battalions accredited
 - 10 battalions undergo inspection



WHERE TOMORROW'S VICTORIES BEGIN

in FY01

Questions?

